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MARIANNE MEANS' WASHINGTON:

Brain Drain Needs

A Helping Hand

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By MARIANNE MEANS

WASHINGTON: President Johnson has assigned one of his favorite young Texans, Chief of Protocol Lloyd Hand, to a special new mission to help solve the Administration's "brain drain."

In addition to his State Dept. duties, Hand is scouring the country for new talent to bring into government and examining performances of middle-ranking officials with an eye to recommending promotion. Hand has been given a small private room in the heavily guarded Executive Office Building, where he can talk to candidates secretly.

Hand works closely on his new project with Jack Valenti, the competent White House assistant who is also the President's constant companion. Hand, who was once an LBJ Senate staff man, has been an intimate of Valenti for many years.

Hand's addition to the talent hunt means that some of the power wielded by John Macy, who has been the President's one-man personnel officer, is being nibbled away. Clearly the President has decided that the task of finding the nation's outstanding men and women is too large for Macy to handle alone.

Finding the right man for the right job has been a perpetual headache for every administration since George Washington. Brilliant administrators and innovators can make so much more money in private industry, they are loath to join the government, or at best, remain only a few years in public service.



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As fast as President Johnson fills one vacancy, others pop up. Currently he needs a fistful of appointees for the top jobs in the new Department of Housing and Urban Development. He also needs replacements for several high-ranking officials who will leave as soon as successors can be found, including White House special counsel Lee White and probably McGeorge Bundy, the national security adviser who has been offered the presidency of the Ford Foundation. Next year there will be a rash of new vacancies as officials depart to run for Congress.

The President's expansion of efforts to turn up high-calibre job prospects does not necessarily mean he is unhappy with Macy, who wears two hats as a White House special assistant and chairman of the Civil Service Commission. It does mean Macy has not been able to come up with satisfactory names fast enough to fill the vacancies.

Moreover, it is no secret that Macy has made some personnel suggestions recently which have not met the President's high standards. He pushed strongly for the appointment of Adm. William Raborn to be chief of the Central Intelligence Agency, for example, and Raborn has been disappointingly ineffective.

Macy also has a tendency to lard his lists with Ivy League graduates, a habit which distresses the President. Not long ago the President received from Macy a list of 25 candidates for several top jobs. He read the biographies carefully, then threw the sheaf of papers on his desk in disgust.

"All but two of these people are graduates of Harvard," the President stormed. "There is a whole big country out there beyond the East Coast and it is full of well-educated, talented people. Get me some names of men and women who went to school somewhere besides the East Coast."

Some of the President's closest advisers believe that Macy does not pay enough attention to political loyalties when he screens candidates. These men would like to establish a system of careful selection—designed to weed out men not single-mindedly loyal to Lyndon B. Johnson.

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